A3940-2U 1/90

A study of 1989-1990 beginning offers

$alary $urvey

March 1990

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

Traditionally, the salary offers reported in the ***CPC Salary Survey*** reflect the current condition of the economy, and those summarized in this March 1990 report are no exception. The economy appears stable at the moment, having neither gained nor lost strength since our last report two months ago. Likewise, in the aggregate, salary offers remain stable. While there are pockets of decreased demand for graduates, the anticipation of new markets opening in Eastern Europe and of the "peace dividend," or the shuttling of funds from reductions in the defense budget to other areas of national endeavor, have had a positive effect on college recruiting.

Indications are that defense employers are diversifying their operations, which has negated the expected dropoff in the recruiting of aerospace engineers. Instead of going down, starting salary offers to these graduates actually rose 4.2 percent since September, to an average of $30,666.

A continuing supply/demand imbalance has produced substantial increases in starting salary offers to chemical and petroleum engineers. The average offer to chemical engineers has jumped 6.8 percent since last September—to $35,204; the average to petroleum engineers shot up a hefty 10.2 percent—to $36,120. Other engineering graduates also fared well, if not so spectacularly. Mechanical engineers received a 5.2 percent higher dollar average, drawing $32,083, while the average offer to electrical engineers moved up 3.4 percent, to $31,628.

Not surpisingly, Wall Street cutbacks have had an adverse effect on graduates in economics and finance. Decreased recruiting has reduced starting salary offers to these graduates by an average of 2.2 percent, cutting September's figure down to $24,168. Also a bit lower, at $33,670, is the current average for M.B.A. graduates with nontechnical undergraduate degrees and no experience.

However, other business disciplines have made gains. Human resources graduates have received the biggest increase; their average offer jumped 5.7 percent since September—to $24,153. Accounting graduates drew a 3.8 percent higher dollar average of $26,187, while the average for business administration graduates rose slightly to $22,476.

The ever-increasing need for graduates in the health-care fields has pushed allied health offers up to an average of $26,537, an increase of 8.7 percent over last September's figure. Occupational therapists and physical therapists received starting averages of $26,353 and $29,489, respectively. The strong demand for nurses boosted their average starting salary 7.5 percent higher—to $26,795.

The ***CPC Salary Survey*** March 1990 report contains information received during the period of September 1, 1989, to March 10, 1990. Its data are compiled from offers extended to students graduating between September 1, 1989, and August 31, 1990. Participating in the ***Salary Survey*** are 428 career services offices at colleges and universities across the United States. The report is available only to CPC members and ***Salary Survey*** subscribers, who also may order additional copies at $3 each. Also available to this constituency are reports on starting salary offers within each of the geographic regions that coincide with the seven regional placement associations: ECPO, MAPA, MCPA, RMCPA, SCPA, SWPA, and WCPA. The March 1990 regional reports cost $15 each.

SPECIAL NOTE: Due to an equal preference, no decision has been made at this time whether to alter the current reporting of salary ranges. Thank you to those who responded to our survey included with the January report.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

An understanding of the scope, nature, and coverage of the ***CPC Salary Survey*** is essential to the proper interpretation and use of the statistics.

The study compiles reports from 428 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by nonprofit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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ISSN 0196-1004

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	March 1990	March 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	1,944	$26,187	$25,223	3.8%	$29,828	$26,500	$22,200
Business Administration (incl. Management Science)	404	22,476	22,450	0.1	28,500	21,600	16,305
Distribution Management	28	25,108	24,211	3.7	29,000	25,680	20,500
Economics & Finance (incl. Banking)	453	24,168	24,710	-2.2	29,900	25,000	18,200
Hotel/Restaurant Management	31	20,005	19,657	1.8	21,500	20,000	18,000
Human Resources (incl. Labor Relations)	50	24,153	22,842	5.7	28,875	24,000	18,000
Management Information Systems	159	26,915	26,772	0.5	30,120	27,200	22,000
Marketing/Marketing Management (incl. Research)	487	22,741	22,479	1.2	27,000	23,000	18,000
Real Estate	14	24,561	23,551	*	*	*	*
COMMUNICATIONS							
Advertising	20	18,133	19,560	-7.3	23,000	18,000	13,400
Communications	103	20,208	20,819	-2.9	25,500	20,000	15,000
Journalism	36	17,389	20,085	-13.4	24,000	16,000	12,960
Telecommunications/Broadcasting	13	18,101	20,176	*	*	*	*
EDUCATION							
Elementary Education	231	19,066	18,767	1.6	23,966	19,500	13,000
Pre-Elementary Education	22	16,680	17,016	-2.0	22,347	18,000	10,400
Physical Education	23	19,397	19,583	-1.0	24,000	19,650	15,000
Special Education	50	19,924	19,815	0.6	23,940	19,950	17,400
HOME ECONOMICS							
Human Ecology	36	18,902	18,931	-0.2	25,400	18,500	10,920
Textiles & Clothing	30	20,538	19,742	4.0	24,000	20,000	19,000
Merchandising Management	28	18,335	19,539	-6.2	21,500	18,750	13,500
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	5	19,831	21,129	*	*	*	*
Letters	51	19,050	20,951	-9.1	23,500	20,000	15,000
Visual & Performing Arts	34	18,866	18,838	0.1	22,000	18,738	15,781
Humanities-Other	44	25,025	22,364	11.9	38,000	21,700	18,000
Criminal Justice	13	20,583	21,427	*	*	*	*
History	8	22,469	23,348	*	*	*	*
Political Science/Government	41	21,302	23,280	-8.5	28,000	20,000	14,400
Psychology	51	19,481	19,400	0.4	26,500	18,600	11,400
Sociology	11	23,772	18,979	*	*	*	*
Social Sciences-Other	15	17,482	22,232	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	116	30,666	29,433	4.2	32,600	31,200	27,000
Agricultural	15	31,205	26,045	*	*	*	*
Architectural	22	30,174	25,530	18.2	33,000	30,540	27,000
Bioengineering & Biomedical	6	29,568	28,581	*	*	*	*
Chemical	669	35,204	32,949	6.8	37,100	35,400	33,000
Civil	410	27,645	27,046	2.2	33,000	27,284	23,532

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	March 1990	March 1990	September 1989		90th	50th	10th
Continued . . .							
Computer	80	$31,800	$30,244	5.1 %	$34,200	$32,130	$27,000
Electrical	932	31,628	30,594	3.4	34,392	32,000	28,000
Environmental	+	+	N/A	N/A			
Industrial	296	30,961	29,660	4.4	33,600	31,200	27,500
Mechanical	1,033	32,083	30,490	5.2	35,500	32,400	28,000
Metallurgical	74	31,998	30,631	4.5	33,600	32,160	29,380
Mining	16	28,961	26,790	*	*	*	*
Nuclear	15	30,583	30,747	*	*	*	*
Petroleum	56	36,120	32,789	10.2	39,600	36,600	28,200
Textile	3	33,669	26,633	*	*	*	*
Engineering Technology	101	29,921	28,342	5.6	34,200	30,000	24,000
Industrial Technology	21	24,976	26,731	-6.6	30,000	27,000	17,500
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	35	22,496	22,182	1.4	28,800	22,385	18,000
Animal Sciences	16	17,830	19,328	*	*	*	*
Plant Sciences	5	21,200	18,354	*	*	*	*
Natural Resources	4	17,925	21,256	*	*	*	*
Other Agricultural Sciences	14	25,223	21,605	*	*	*	*
COMPUTER SCIENCES							
Computer Science	341	29,090	28,659	1.5	33,450	30,000	24,000
Computer Programming	30	28,531	28,316	0.8	32,766	29,885	25,000
Information Sciences & Systems	136	28,629	26,428	8.3	32,850	28,500	25,000
Systems Analysis	2	27,250	28,833	*	*	*	*
HEALTH SCIENCES							
Allied Health	47	26,537	24,416	8.7	30,800	27,000	22,000
Health Sciences	16	22,470	21,480	*	*	*	*
Nursing	22	26,705	24,915	7.5	32,000	27,000	20,000
Pharmacy[1]	17	33,576	36,815	*	*	*	*
SCIENCES							
Actuarial	7	28,986	26,778	*	*	*	*
Architectural & Environmental Design	11	23,248	24,660	*	*	*	*
Biological	25	21,780	21,495	1.3	31,000	21,000	14,000
Chemistry	42	28,057	26,307	6.7	30,900	28,150	23,000
Geological	9	19,887	23,674	*	*	*	*
Mathematics (incl. Statistics)	60	23,923	26,407	-9.4	31,700	23,250	18,500
Physics	10	25,001	28,022	*	*	*	*
Other Physical and Earth Sciences	2	24,000	22,537	*	*	*	*
Polymer Science	+	+	N/A	N/A			
Textile Science	24	26,861	N/A	N/A	29,000	26,800	25,000
	9,177						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported
1 Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	March 1990	March 1990	September 1989		90th	50th	10th
FINANCE							
Accounting (Public)	1,532	$26,407	$25,727	2.6%	$29,800	$26,500	$23,000
Accounting (Private)	433	25,083	23,517	6.7	29,500	25,500	20,000
Commercial Banking (Consumer)	43	21,119	21,676	-2.6	25,200	21,400	15,000
Commercial Banking (Lending)	59	22,892	22,835	0.3	27,000	22,000	19,000
Investment Banking (Corporate Finance)	15	28,151	26,750	*	*	*	*
Investment Banking (Mergers & Acquisitions)	5	24,627	29,097	*	*	*	*
Investment Banking (Real Estate)	6	25,033	22,574	*	*	*	*
Investment Banking (Sales & Trading)	4	19,638	24,266	*	*	*	*
Financial/Treasury Analysis	180	26,385	26,367	0.1	30,000	26,875	21,354
Portfolio Management/Brokerage	21	20,333	23,772	-14.5	26,000	18,500	16,500
Insurance (Underwriting)	38	22,032	21,858	0.8	25,000	22,258	19,200
Insurance (Claims)	39	21,934	N/A	N/A	26,000	21,000	18,200
COMMUNICATIONS							
Design/Graphic Arts	10	19,078	20,902	*	*	*	*
Media Planning	9	19,382	20,263	*	*	*	*
Reporting	7	15,923	16,438	*	*	*	*
Production	18	26,337	22,982	*	*	*	*
Public Relations	27	20,830	20,118	3.5	25,000	19,000	15,000
Writing/Editing	22	17,955	20,239	-11.3	23,500	16,350	13,780
MARKETING							
Advertising	24	19,085	19,358	-1.4	24,000	18,250	14,000
Brand/Product Management	55	25,239	23,623	6.8	32,500	25,220	19,000
Buyer/Merchandising	96	22,362	22,010	1.6	27,000	22,050	19,000
Distribution	29	26,966	N/A	N/A	35,000	26,000	18,200
Market Research	15	25,856	25,636	*	*	*	*
Purchasing	19	23,708	N/A	N/A	*	*	*
Sales	537	24,731	23,188	6.7	32,000	24,300	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	17	20,620	19,582	*	*	*	*
Finance, Taxation, Monetary Policy	14	21,873	24,253	*	*	*	*
Economic Programs	11	26,699	21,081	*	*	*	*
Law Enforcement	12	25,083	22,078	*	*	*	*
Military	38	21,660	22,087	-1.9	28,000	19,697	15,738
National Security	2	26,850	24,771	*	*	*	*
Urban/Regional Planning	1	27,500	22,819	*	*	*	*
ENGINEERING							
Bioengineering	12	27,554	30,924	*	*	*	*
Design/Construct	611	29,980	28,849	3.9	34,600	30,780	24,000
Environmental/Sanitation	56	28,852	28,271	2.1	34,032	28,737	23,700
Manufacturing/Industrial	703	32,171	30,492	5.5	35,400	32,400	28,500
Systems/Programming	129	30,789	30,036	2.5	33,616	31,200	27,000
Power Systems	128	31,767	30,093	5.6	34,000	31,875	30,000
Software Design & Development	117	31,483	30,537	2.8	34,200	32,000	28,000
Hardware Design & Development	96	31,922	30,888	3.3	34,200	32,138	29,700
Research & Development	257	31,849	30,658	3.9	36,200	32,000	26,252
Testing	105	30,477	28,990	5.1	33,000	31,000	27,000
Process Engineering	519	35,051	31,902	9.9	37,000	35,400	32,500
Project Engineering	379	32,276	N/A	N/A	36,000	32,500	27,500
Other Engineering	587	31,451	30,614	2.7	35,640	32,000	25,400
HEALTH CARE							
Administrative	18	21,693	N/A	N/A	*	*	*
Industrial Hygiene	+	+	N/A	N/A			
Medical Technology	10	22,371	N/A	N/A	*	*	*
Nursing / Personal Care	23	25,743	24,958	3.1	32,000	27,000	20,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

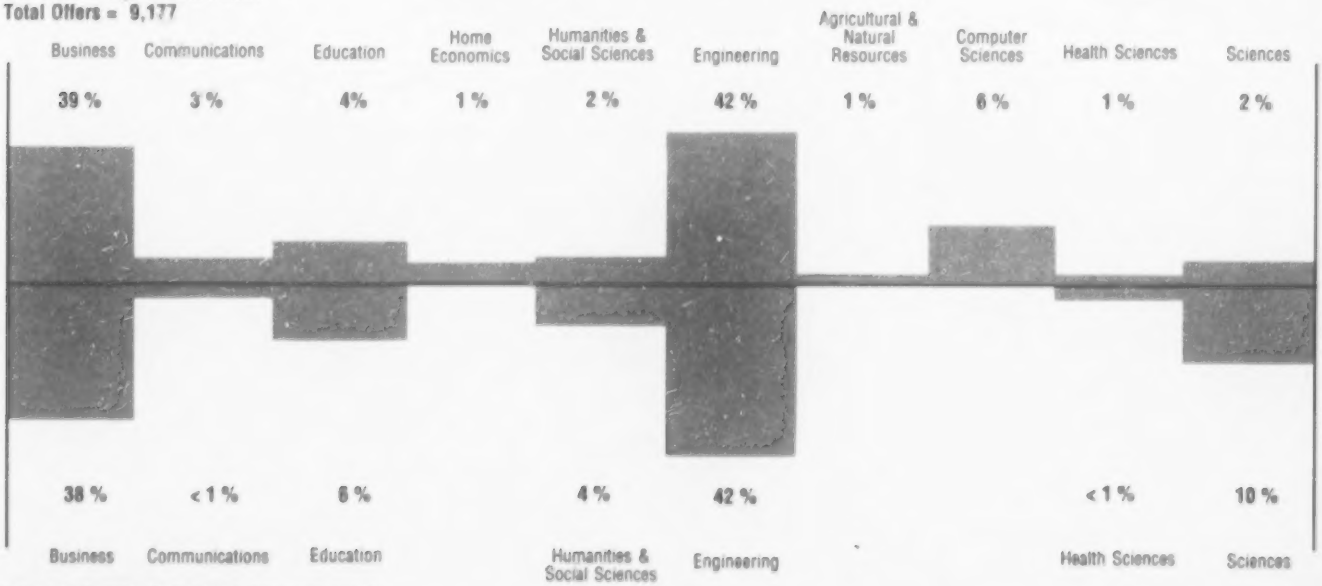
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	March 1990	March 1990	September 1989		90th	50th	10th
Continued . . .							
Occupational Therapy	16	$25,353	N/A	N/A	*	*	*
Pharmacist	7	35,519	N/A	N/A	*	*	*
Physical Therapy	18	29,489	N/A	N/A	*	*	*
Respiratory Therapy	3	18,167	N/A	N/A	*	*	*
Other Health Related	28	20,993	N/A	N/A	$26,000	$20,000	$16,000
SOCIAL SERVICES							
Administration	13	18,020	$21,054	*	*	*	*
Counseling	26	16,349	17,675	-7.5 %	20,000	16,160	10,000
Fundraising/Development	5	17,180	19,057	*	*	*	*
Social Work	17	17,904	16,550	*	*	*	*
COMPUTER SCIENCE							
Computer Programming	298	28,257	27,559	2.5	33,000	28,800	22,000
Information Systems	169	26,997	26,766	0.9	31,500	27,200	22,000
Computer Systems Analyst	166	29,726	28,321	5.0	33,500	30,000	25,343
OTHER FUNCTIONAL AREAS							
Actuarial	13	29,604	28,437	*	*	*	*
Agricultural/Natural Resources	49	20,329	20,984	-3.1	27,000	20,000	14,536
Architecture	6	18,308	22,241	*	*	*	*
Consulting	203	28,127	28,373	-0.9	32,000	28,000	24,500
Human Resources/Industrial Relations	39	23,174	22,937	1.0	30,000	20,500	17,500
Management Trainee	569	21,412	22,080	-3.0	28,020	20,600	16,000
Mathematician/Statistician	8	23,236	25,546	*	*	*	*
Paralegal	5	16,460	20,958	*	*	*	*
Research (Nontechnical)	4	23,500	23,140	*	*	*	*
Research (Technical)	22	26,911	22,397	20.2	32,040	31,470	16,000
Teaching	405	19,075	18,989	0.5	24,000	19,400	13,000
	9,177						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 9,177



Master's Degree Candidates (Inexperienced)
Total Offers = 1,024

Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,676 639
90th Percentile	$28,000
10th Percentile	$21,600

Number of Offers

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$26,427 1490 $29,800 $23,000			$24,187 15		$22,773 6	$23,779 6	$28,480 5	$22,600 2	$23,736 31 $26,000 $20,000		$24,320 5	$23,469 77 $25,020 $20,000		$22,901 18	$22,000 1		$24,300 1
Business Administration - incl. Management Science	$20,037 7	$21,250 2		$21,244 18	$24,667 3	$19,358 12	$25,100 2	$25,244 18	$30,000 2	$20,709 16	$18,000 2	$19,285 15	$22,533 41 $26,000 $18,500	$22,500 3	$19,991 91 $23,000 $15,200			$17,350 2
Distribution Management	$27,500 1														$19,150 2			
Economics & Finance (incl. Banking)	$27,092 27 $29,900 $25,500	$17,000 1		$22,667 02 $27,000 $17,000	$25,000 12	$26,000 3	$21,333 6	$27,797 32 $31,500 $26,000	$21,000 1	$23,379 92 $30,000 $15,800		$20,767 9	$24,023 37 $30,000 $20,000		$20,958 37 $26,500 $18,200	$17,000 1		$20,000 1
Hotel / Restaurant Management											$20,333 3	$19,567 25 $21,060 $18,000			$21,500 1			
Human Resources (incl. Labor Relations)				$24,000 1						$21,750 2	$23,000 2	$18,000 1	$23,461 18	$20,000 1	$21,333 3	$17,500 1		
Management Information Systems	$27,498 4			$23,250 2	$26,000 1	$20,432 3	$26,649 23 $30,000 $24,800	$26,300 10		$26,781 4			$26,677 29 $27,800 $25,800		$24,593 15		$25,000 1	
Marketing/Marketing Management (incl. Research)	$25,375 4	$19,400 5		$20,967 15	$20,188 4	$22,847 9	$22,847 12	$26,667 3	$14,400 1	$21,427 11	$19,667 6	$21,767 6	$21,873 33 $25,000 $18,000		$21,496 140 $26,500 $17,500	$21,750 2	$22,100 3	$22,500 4
Real Estate	$27,500 2									$21,120 3			$21,000 2					
Advertising		$18,716 10				$18,700 3	$24,000 1			$19,000 1					$19,500 2			$11,000 1
Communications		$16,000 5		$20,400 2		$18,500 6	$16,750 4	$23,550 4		$21,000 2	$20,000 1		$19,614 7		$19,786 22 $23,000 $16,000			$17,200 3
Journalism		$14,633 3				$15,433 6						$14,000 2	$24,000 1		$23,833 3			$15,977 7
Telecommunications/ Broadcasting						$16,950 4									$14,200 3			
Elementary Education																		
Pre-Elementary Education																		
Physical Education											$19,000 1						$25,000 1	
Special Education																		

Curriculum - Continued

	SERVICE EMPLOYERS																		
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology						$25,400 1		$30,000 1		$19,000 2		$25,000 1			$14,520 4			
Textiles & Clothing															$19,000 25 $23,000 $19,000			
Merchandising Management		$12,480 1													$18,284 25 $21,000 $15,000			
Foreign Languages							$19,200 1											
Letters		$16,000 1					$19,000 1	$20,000 2		$22,000 1	$18,000 3	$20,000 1	$20,903 2	$21,000 1	$18,750 2			$16,250 2
Visual & Performing Arts						$17,000 1								$10,000 1	$16,500 2	$21,000 1		$21,000 1
Humanities-Other					$18,000 1	$40,000 1	$45,000 2				$17,500 1	$18,200 3	$25,150 4		$20,307 15			
Criminal Justice					$19,150 2							$14,000 1		$20,000 1	$19,443 2		$21,250 2	
History			$25,000 1												$22,000 1			
Political Science / Government					$35,000 1					$24,750 2	$18,120 1		$19,300 1	$15,000 2	$19,170 9			
Psychology		$40,000 1		$14,500 1	$19,000 1	$24,300 2		$23,000 1		$29,000 2	$15,300 1		$19,400 2		$22,400 10	$17,500 2		
Sociology															$24,000 1			
Social Sciences-Other																		$17,000 1
Aerospace & Aeronautical Engineering								$30,100 5										
Agricultural Engineering									$25,320 1									
Architectural Engineering								$25,100 2										
Bioengineering & Biomedical Engineering								$25,000 1										
Chemical Engineering		$20,200 1						$32,584 10	$27,000 1									
Civil Engineering								$28,140 46 $32,000 $25,296	$26,811 44 $31,200 $25,000									
Computer Engineering					$30,000 1	$37,400 2	$34,275 4	$30,000 6	$30,000 1	$34,000 1								

Curriculum - Continued

Curriculum	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering	$31,000 3		$31,000 3			$32,072 33 $33,500 $31,000	$30,004 11	$30,396 44 $32,500 $27,500	$31,486 13				$30,567 3		$29,500 2		$25,343 1	
Environmental Engineering																		
Industrial Engineering	$28,000 1			$33,000 1	$33,333 3	$31,700 2		$30,019 31 $31,500 $27,000	$27,925 4						$24,000 3			
Mechanical Engineering	$31,256 2		$32,500 1			$31,190 2	$30,000 2	$31,340 40 $34,200 $29,500	$31,000 9				$29,700 1					
Metallurgical Engineering								$29,000 1										$30,000 1
Mining Engineering									$28,000 7									
Nuclear Engineering																		
Petroleum Engineering									$32,033 6									
Textile Engineering																		
Engineering Technology							$29,000 1	$29,167 3	$28,400 5						$22,000 2			
Industrial Technology																		
Agribusiness	$25,500 1									$20,000 1					$21,000 1			
Animal Sciences								$15,500 1										
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences				$19,500 1														
Computer Science	$31,333 3	$33,000 1		$28,330 2	$31,000 1	$29,941 25 $33,000 $26,275	$26,387 46 $32,500 $24,000	$30,000 70 $32,000 $27,000		$24,120 2			$25,011 13		$20,000 5	$24,000 1	$25,353 1	$27,000 2
Computer Programming							$23,067 3	$20,833 3										
Information Sciences & Systems	$29,000 8			$27,000 1		$29,284 7	$29,055 8	$29,194 8		$25,000 1	$21,500 1	$20,400 1	$26,310 10		$27,000 4			
Systems Analysis								$36,500 1										

Curriculum - Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health															$22,000 1			
Health Sciences				$21,996 1				$13,000 1										
Nursing																		
Pharmacy															$41,000 1			
Actuarial								$32,000 1					$30,100 5					
Architectural & Environmental Design			$17,070 5						$24,000 1									
Biological									$42,000 1			$11,000 1	$26,000 1					
Chemistry																		
Geological								$21,000 2				$10,000 1	$30,000 1					
Mathematics (incl. Statistics)					$30,000 1	$29,500 1	$25,225 4	$16,767 3		$22,000 1	$19,450 2		$27,270 5		$23,767 3			
Physics							$35,100 1	$21,956 2	$20,000 1									
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science							$27,000 1											

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,412 1943 $29,700 $23,000	$16,484 29 $23,000 $14,000	$29,000 1	$22,396 148 $27,000 $17,000	$23,642 25 $30,000 $18,000	$21,020 57 $28,800 $15,000	$24,461 59 $28,800 $19,000	$26,686 78 $30,000 $23,000	$23,433 6	$22,963 129 $30,000 $16,000	$19,115 21 $22,000 $15,600	$19,969 99 $23,000 $18,000	$23,432 294 $27,400 $18,500	$18,087 9	$20,714 433 $26,000 $16,000	$19,500 8	$22,886 7	$17,720 23 $24,000 $13,000
Technical Curricula	$30,153 10	$30,000 2	$24,228 9	$25,770 8	$01,693 8	$31,158 72 $33,900 $26,500	$29,083 91 $33,000 $24,600	$29,676 234 $33,000 $26,000	$29,890 94 $33,000 $24,000	$24,078 6	$29,133 3	$10,467 3	$29,940 42 $30,900 $25,700		$25,662 22 $30,000 $22,000	$24,000 1	$25,340 2	$26,267 3

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$31,439 15	$28,000 2		$35,583 10	$34,050 4	$36,200 2	$20,000 1	$36,379 14		$32,000 5			$31,500 3		$23,000 3			
MBA - Technical Undergraduate Degree	$29,000 2			$34,000 1	$00,000 1	$43,000 1		$32,167 3										

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$35,000 1		$23,451 8	$25,034 10	$19,825 4	$21,050 19	$23,188 19	$26,780 3	$26,500 4	$20,000 3			$26,000 2	$26,283 10	$26,500 16	$26,343 14	$21,450 8	$26,163 29 $30,450 $25,800
Business Administration - incl. Management Science	$45,000 1	$22,500 1	$26,271 9	$35,000 1	$19,254 4	$19,833 13	$20,648 11	$27,988 4	$20,606 6			$16,323 2		$25,845 10	$22,997 3	$26,823 9	$25,733 6	$26,398 24 $29,500 $22,800
Distribution Management			$23,957 7			$21,900 1									$24,985 2	$29,000 1	$26,000 1	$26,250 2
Economics & Finance (incl. Banking)	$21,875 4		$24,991 12	$27,125 4	$20,000 1	$20,529 15	$21,000 1		$28,667 3				$20,000 3	$25,000 1		$26,950 9	$23,982 2	$27,252 8
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)			$23,500 2			$32,000 1	$19,000 1		$18,450 1							$22,500 1		
Management Information Systems	$30,000 1	$20,000 1	$27,900 5	$28,383 8	$24,000 1	$18,630 4			$18,000 1					$25,937 7	$29,791 8	$37,200 2		$29,834 7
Marketing / Marketing Management (incl. Research)	$21,500 2	$19,000 2	$24,600 4	$30,000 1		$16,900 3	$26,500 2		$26,486 6	$16,960 1			$24,000 1	$24,000 2	$22,175 6	$23,962 7	$24,236 18	$26,506 33 $29,500 $24,000
Real Estate	$26,214 7																	
Advertising																		
Communications			$19,000 2	$17,550 2	$18,350 4	$15,948 3	$18,050 2	$18,000 1	$32,000 1		$22,150 2		$18,500 2	$16,000 1		$29,000 3	$19,300 1	$27,148 3
Journalism					$15,000 2	$19,000 1	$23,500 1		$17,000 2				$12,000 1					
Telecommunications / Broadcasting					$12,000 1		$25,200 1											
Elementary Education					$19,949 229 $24,000 $12,500	$20,000 1	$19,400 3			$15,000 1		$16,050 2	$21,070 2					$18,000 1
Pre-Elementary Education					$17,830 15			$12,000 1				$9,948 1						
Physical Education					$20,000 14	$15,000 1	$13,100 2	$12,000 1				$17,000 1						$27,200 1
Special Education					$19,982 49 $23,940 $17,400				$23,000 1									

Curriculum - Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology					$18,386 13		$17,148 1	$19,875 4	$13,882 1			$13,290 2	$24,588 1					
Textiles & Clothing					$19,000 1													
Merchandising Management																		
Foreign Languages					$21,400 1	$17,028 2									$24,500 1			
Letters		$22,000 1			$18,186 22 $21,400 $10,000	$17,868 3	$13,440 1	$16,000 1				$17,000 2		$23,918 1				
Visual & Performing Arts					$19,585 23 $22,930 $17,373			$12,000 1			$17,000 1							
Humanities-Other		$17,000 1	$19,000 2			$19,300 3		$25,200 1	$24,000 1	$42,750 2		$27,000 1		$22,500 1		$50,000 2		
Criminal Justice					$22,500 1	$22,247 2	$35,000 1		$12,000 1									
History					$19,000 1	$24,000 1	$16,954 1			$22,000 1	$20,000 1							
Political Science / Government	$18,000 1		$19,550 2		$16,722 2	$22,499 5	$22,275 4				$20,000 1				$30,000 1	$27,000 1		$32,644 1
Psychology					$17,033 6		$18,180 5	$16,775 4	$14,250 4			$15,499 7				$30,000 1		
Sociology					$18,500 2		$20,718 4		$21,000 1			$17,000 1						
Social Sciences-Other					$19,465 2	$25,000 1	$16,000 2		$13,904 1	$18,000 1		$13,750 4						
Aerospace & Aeronautical Engineering						$25,615 7								$31,171 90 $32,900 $28,560		$27,000 1		
Agricultural Engineering						$30,396 1								$30,000 1	$32,500 1	$32,622 9	$21,000 1	
Architectural Engineering				$33,000 1			$25,296 1										$29,074 14	
Bioengineering & Biomedical Engineering																		$28,000 2
Chemical Engineering		$34,267 3		$36,750 2		$26,559 6	$24,350 2							$31,615 3	$31,629 3	$33,335 4	$32,700 9	$35,020 330 $36,900 $33,300
Civil Engineering		$29,000 2	$24,452 55 $26,200 $23,532	$30,573 39 $33,100 $28,200		$24,682 31 $26,500 $21,201	$25,296 78 $27,791 $22,583		$27,300 2					$27,837 3	$30,867 3	$29,960 4	$28,000 39 $32,000 $24,348	$31,055 9
Computer Engineering		$34,700 3		$33,200 1	$28,000 1	$28,372 2								$31,567 9		$30,225 1	$27,000 1	

Curricula - Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$33,324 15	$29,910 1	$32,054 71 $33,696 $31,000	$24,197 4	$26,267 53 $30,396 $24,700	$23,167 3							$31,360 150 $32,760 $29,640	$30,545 4	$32,335 64 $34,200 $30,800	$31,418 4	$32,884 31 $35,400 $29,400
Environmental Engineering																		
Industrial Engineering		$34,000 1	$29,133 3	$30,400 6		$25,864 10								$28,915 16	$29,725 4	$32,536 39 $34,560 $30,000	$31,340 3	$31,621 32 $33,600 $29,400
Mechanical Engineering		$31,883 8	$31,911 5	$31,233 42 $33,000 $28,200	$23,512 2	$25,982 41 $27,900 $25,000	$25,343 1	$34,000 1						$30,427 106 $32,600 $28,000	$29,983 38 $32,000 $25,000	$32,110 139 $34,200 $29,000	$30,760 18	$33,980 98 $36,000 $32,400
Metallurgical Engineering		$32,000 1												$33,000 1		$32,960 14	$29,380 1	$32,800 1
Mining Engineering																		
Nuclear Engineering				$30,600 4		$30,300 1	$27,500 1											
Petroleum Engineering							$26,200 1											$33,333 3
Textile Engineering																		
Engineering Technology				$36,650 2										$28,301 10		$31,400 13	$29,827 11	$31,111 7
Industrial Technology						$21,200 1								$28,125 4		$27,000 1		
Agribusiness							$22,305 1	$18,000 1							$22,674 22 $26,500 $17,000	$29,730 1		$28,800 1
Animal Sciences						$14,536 1							$21,500 2		$18,625 8			
Plant Sciences															$21,200 5			
Natural Resources							$15,850 2								$22,600 1			
Other Agricultural Sciences					$25,000 1										$24,000 6			$29,500 1
Computer Science		$31,000 4	$26,730 4	$29,200 8	$15,500 3	$28,307 29 $30,396 $20,000	$29,610 5	$28,000 6		$20,000 1				$30,070 25 $32,100 $29,500		$30,002 13	$24,032 4	$31,744 22 $33,000 $30,000
Computer Programming					$25,570 4	$29,770 1	$18,168 1				$23,500 1					$31,000 1		$30,000 1
Information Sciences & Systems			$24,375 8	$28,558 4	$23,000 1	$19,247 2		$24,000 1						$25,775 4	$33,000 2	$29,658 2		$32,067 18
Systems Analysis																		

Curriculum - Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health					$38,431 1			$27,477 36 $30,800 $24,000	$21,160 5			$21,340 2			$25,000 1			$33,000 1
Health Sciences					$26,237 1		$16,800 1	$23,714 7	$23,871 4				$20,000 1					
Nursing							$27,300 1	$26,178 10	$30,333 3									
Pharmacy								$34,444 3										$32,758 13
Actuarial																		
Architectural & Environmental Design																	$28,376 5	
Biological		$18,333 3			$19,782 8	$10,000 1	$23,000 1	$30,000 2		$11,440 1			$12,000 1					$28,215 3
Chemistry		$27,500 1			$14,000 1		$21,000 1											$28,311 33 $30,550 $23,200
Geological					$18,750 2		$15,000 1	$13,488 1										
Mathematics (incl. Statistics)			$23,000 2		$20,633 17	$20,450 9	$31,700 1											$32,000 1
Physics														$25,000 2				
Other Physical & Earth Sciences									$30,000 1									
Polymer Science																		
Textile Science																		$29,000 1

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,000 17	$19,917 6	$24,267 53 $28,500 $18,000	$26,218 24 $30,000 $21,900	$19,647 302 $24,000 $12,600	$20,230 79 $25,000 $15,738	$21,531 62 $27,000 $16,500	$20,574 21 $30,000 $15,600	$21,754 34 $29,000 $14,000	$24,211 9	$21,466 5	$15,636 23 $19,500 $10,000	$22,558 12	$25,365 33 $28,756 $22,800	$29,363 35 $30,000 $21,600	$27,717 49 $34,000 $21,000	$23,563 29 $27,000 $19,300	$27,215 169 $30,900 $23,800
Technical Curricula		$31,426 61 $35,000 $28,000	$25,247 79 $29,500 $23,532	$31,411 159 $33,696 $28,200	$21,326 46 $25,500 $16,800	$25,251 193 $30,000 $20,000	$24,953 102 $28,400 $22,500	$26,614 72 $31,860 $20,000	$25,129 19	$16,720 2	$23,500 1	$21,340 2	$18,750 4	$30,788 431 $32,760 $28,000	$29,573 97 $33,000 $18,000	$32,985 305 $34,200 $28,800	$29,411 102 $34,200 $24,348	$33,769 913 $36,500 $30,000

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$28,000 1	$34,500 1	$36,000 1	$35,280 2	$24,000 1	$25,700 5	$35,000 1	$32,000 2	$27,500 1	$22,500 1				$31,000 3	$30,000 1	$34,667 9		$30,920 13
MBA - Technical Undergraduate Degree				$41,500 1												$36,200 3		$38,340 4

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS																
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$30,417 10	$28,264 20 $29,500 $25,000	$25,838 24 $30,000 $20,000	$33,000 1	$25,419 8		$25,200 4	$27,142 7	$27,156 74 $29,000 $25,200	$23,500 1	$28,800 2	$29,500 4	$24,850 4		$25,000 9	$22,436 11
Business Administration - incl. Management Science	$29,975 4	$24,240 8	$25,878 12	$22,456 5	$25,270 4		$34,500 2	$26,950 4	$26,820 9		$20,800 1	$27,350 2		$27,500 1	$27,200 2	$20,505 20 $27,500 $14,400
Distribution Management		$26,600 3	$31,000 2		$25,750 2			$26,200 1	$26,333 3							
Economics & Finance (incl. Banking)	$25,757 9	$25,322 15	$26,040 11	$28,950 2	$24,000 1		$25,903 4	$26,200 7	$27,250 14	$28,440 1	$24,000 1	$23,500 3		$23,779 3	$28,833 3	$24,500 5
Hotel / Restaurant Management									$27,500 1							$28,500 1
Human Resources (incl. Labor Relations)	$24,000 1		$30,000 1	$21,200 1		$27,000 1		$26,200 1	$25,050 4					$26,132 5		
Management Information Systems	$28,427 12	$26,874 4	$27,000 1		$25,000 1			$27,000 2	$21,400 3						$26,884 1	
Marketing / Marketing Management (incl. Research)	$23,923 13	$24,158 22 $25,836 $21,100	$23,768 13	$24,153 24 $25,320 $22,500	$22,501 8		$25,314 7	$25,810 10	$24,884 10	$26,883 8	$25,200 1	$23,657 7		$26,914 4	$21,187 6	$25,800 20 $31,000 $16,500
Real Estate																
Advertising					$13,400 1									$14,000 1		
Communications	$23,662 2	$25,500 3	$17,375 4	$20,667 3				$24,620 2		$24,000 1					$26,500 1	$20,925 4
Journalism	$26,250 2		$18,000 1					$23,250 1		$20,100 2						$13,000 1
Telecommunications / Broadcasting		$34,230 1	$12,480 1													$20,500 2
Elementary Education																$15,000 1
Pre-Elementary Education																$14,200 3
Physical Education	$23,000 1															
Special Education																

Curriculum - Continued

	MANUFACTURING EMPLOYERS																
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Prosucts	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology			$20,650 2	$14,400 1					$22,000 1							$20,000 1
Textiles & Clothing			$26,000 1											$23,533 9		
Merchandising Management														$21,900 2		
Foreign Languages																
Letters	$31,000 1									$19,000 2						$22,200 1
Visual & Performing Arts	$20,000 1			$20,000 1						$20,000 1						
Humanities-Other	$24,000 1															$23,550 2
Criminal Justice																
History																$27,300 1
Political Science / Government			$22,533 3								$22,000 2					$10,000 2
Psychology														$30,500 1		
Sociology			$29,750 2													
Social Sciences-Other			$24,000 1												$10,000 1	$20,000 1
Aerospace & Aeronautical Engineering	$31,000 1	$32,240 5							$32,000 2							$27,452 5
Agricultural Engineering									$30,000 1		$32,000 1					
Architectural Engineering									$32,670 4							
Bioengineering & Biomedical Engineering												$33,000 1			$29,700 1	$29,700 1
Chemical Engineering	$34,053 3	$35,130 9	$35,394 15	$35,065 7	$32,200 1	$33,000 1	$34,767 6	$35,152 21 $36,300 $34,700	$36,483 184 $38,000 $34,740	$32,000 1	$34,029 7	$30,400 2	$32,150 2	$30,400 10	$34,007 15	$37,173 6
Civil Engineering	$30,000 1	$30,190 4			$30,300 6	$29,000 2		$32,467 3	$32,900 30 $35,600 $31,000			$25,000 4	$29,000 1		$29,700 4	$27,029 19
Computer Engineering	$30,791 21 $34,200 $27,000	$33,000 10			$27,000 1			$31,167 6	$31,600 2						$33,000 1	

Curriculum - Continued

Curriculum	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$31,959 60 $33,600 $28,556	$32,272 217 $34,000 $30,000	$32,374 8	$33,555 4	$32,762 16	$32,302 2	$34,500 1	$34,320 22 $36,000 $33,050	$34,384 37 $36,000 $33,492		$32,333 3	$30,120 5	$33,667 3	$35,450 4	$30,000 8	$29,134 20 $32,760 $26,016
Environmental Engineering																
Industrial Engineering	$32,050 4	$31,222 57 $32,640 $29,400	$30,000 10	$32,280 5	$31,667 12		$29,100 2	$32,609 6	$35,283 6			$31,567 3		$33,200 3	$30,663 11	$28,473 15
Mechanical Engineering	$31,550 13	$31,796 127 $33,660 $30,000	$33,667 29 $36,000 $31,500	$31,600 3	$31,613 32 $34,000 $30,000	$33,600 1	$33,750 10	$33,909 31 $35,400 $32,150	$34,946 130 $37,200 $32,580	$27,000 1	$32,879 14	$32,010 10	$29,600 3	$32,600 8	$32,409 28 $34,800 $30,000	$30,791 74 $34,200 $29,000
Metallurgical Engineering		$32,233 3			$31,838 35 $33,600 $30,000	$32,650 2			$31,500 2		$35,200 1		$30,563 5		$33,700 2	$29,900 2
Mining Engineering						$27,656 4			$34,333 3						$34,000 1	$31,500 1
Nuclear Engineering		$32,000 3			$32,500 3						$31,200 1		$30,000 1			$29,000 1
Petroleum Engineering									$37,912 48 $39,600 $34,200							
Textile Engineering								$34,000 1						$34,000 1		$33,000 1
Engineering Technology	$31,433 3	$31,993 14	$35,000 1		$29,440 5			$27,675 4	$28,742 7		$35,000 1	$27,500 1			$31,350 2	$32,500 3
Industrial Technology		$27,500 3		$30,000 1	$24,000 1				$34,560 1			$36,000 1			$30,000 1	$13,000 1
Agribusiness			$21,375 4						$26,000 1						$22,000 1	
Animal Sciences			$21,000 4													$14,000 2
Plant Sciences																
Natural Resources								$16,000 1								
Other Agricultural Sciences			$24,750 4				$32,500 1									
Computer Science	$30,784 43 $33,450 $28,000	$32,838 16	$31,250 2	$29,500 1	$24,100 2			$30,713 2	$31,945 23 $34,000 $26,800		$19,500 2	$20,472 2		$32,256 2	$29,667 3	$27,663 6
Computer Programming	$31,541 7	$30,000 1						$26,000 1	$30,600 2		$34,000 1				$30,567 3	
Information Sciences & Systems	$30,197 10	$29,667 6	$26,400 2		$24,000 2		$30,000 1	$25,416 5	$30,600 12				$29,100 1		$31,350 4	$21,000 1
Systems Analysis	$24,000 1															

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences																
Nursing																
Pharmacy																
Actuarial																$20,000 1
Architectural & Environmental Design																
Biological																$21,000 2
Chemistry					$30,000 1		$31,000 1	$30,000 1	$33,690 2						$27,350 1	
Geological					$24,000 1											
Mathematics (incl. Statistics)	$29,652 4	$29,733 3					$25,000 1		$32,000 1							$16,000 1
Physics	$24,600 1											$18,000 1				$29,200 2
Other Physical & Earth Sciences								$18,000 1								
Polymer Science																
Textile Science		$23,000 1							$31,500 1					$26,786 20 $28,500 $25,000		

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,901 57 $32,500 $20,000	$25,978 73 $29,500 $22,500	$24,722 79 $30,000 $18,000	$23,542 38 $25,500 $20,000	$23,965 25 $26,500 $19,006	$27,000 1	$26,528 17	$24,929 35 $28,800 $21,000	$27,964 115 $30,000 $24,360	$21,468 14	$24,857 7	$25,550 16	$24,000 4	$24,271 21 $28,020 $21,000	$24,847 23 $27,500 $18,500	$22,139 75 $30,000 $15,000
Technical Curricula	$31,333 181 $34,000 $28,200	$31,932 485 $34,000 $29,600	$31,697 80 $36,000 $24,000	$33,380 21 $35,400 $31,200	$31,392 119 $33,600 $28,500	$30,225 12	$32,926 23 $34,900 $30,000	$33,879 108 $36,000 $29,000	$35,941 515 $37,800 $31,000	$29,500 2	$32,523 31 $35,100 $31,200	$30,195 30 $34,800 $26,000	$31,000 17	$31,068 40 $36,040 $25,200	$31,905 86 $35,200 $28,835	$28,858 115 $33,600 $23,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$38,147 6	$36,667 3	$36,550 8	$51,000 1				$34,800 1	$31,219 18			$38,000 1			$28,000 1	$30,417 6
MBA - Technical Undergraduate Degree	$38,822 1	$35,000 2	$35,000 2		$35,700 1			$35,000 1	$35,400 3							

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average $24,876 639 Number of Offers
90th Percentile $28,000
10th Percentile $21,600

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Accounting	$26,425 1499 $29,970 $23,000	$25,280 361 $29,500 $20,000	$22,533 3	$25,500 1	$31,500 2				$26,296 40 $29,000 $21,948			$20,804 1						
Business Administration (incl. Management Science)	$20,843 6	$21,171 14	$22,581 5	$20,318 11	$25,000 1	$21,334 1	$32,000 1		$25,871 18	$21,380 5	$22,596 14	$21,451 14	$12,000 1			$26,250 2	$15,750 2	$18,200 1
Distribution Management																		
Economics & Finance (incl. Banking)	$26,759 20 $29,900 $25,500	$24,896 45 $27,600 $22,000	$21,041 27 $25,200 $14,400	$23,601 41 $27,000 $19,000	$28,251 7	$19,650 2	$18,500 2	$30,000 1	$26,544 97 $30,000 $21,000	$21,078 9	$22,576 12	$22,325 8				$29,400 1		
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)											$23,133 3	$22,333 3						
Management Information Systems	$26,908 2	$26,500 1							$26,500 3									
Marketing / Marketing Management (incl. Research)	$24,500 2	$25,250 4	$20,167 6	$21,167 3	$18,000 2			$13,750 1	$24,443 7	$21,000 2	$18,600 2	$21,887 7	$20,000 1			$26,000 1	$28,750 4	$17,933 3
Real Estate		$25,200 1		$29,000 1			$30,000 1		$28,667 3	$18,000 1	$20,150 1							
Advertising										$18,000 1				$18,667 3		$15,600 1	$17,200 2	
Communications			$24,000 1					$16,000 1	$18,500 3			$21,500 2	$17,000 2	$18,000 1	$18,400 2	$26,412 2	$20,450 8	$15,500 2
Journalism									$25,000 1					$18,000 1	$14,932 5	$14,450 1	$17,250 4	$15,183 7
Telecommunications / Broadcasting														$21,000 4		$16,750 2	$12,400 1	
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

FUNCTIONAL AREA

Curriculum - Continued

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology											$19,060 2							
Textiles & Clothing																		
Merchandising Management													$12,480 1					
Foreign Languages																		
Letters	$23,050 2	$22,000 1										$20,993 2					$16,000 2	$18,125 4
Visual & Performing Arts		$14,500 1											$19,333 3					
Humanities-Other								$18,000 1			$22,000 2	$25,000 1					$42,500 2	$25,500 1
Criminal Justice							$19,200 1											
History																		
Political Science / Government		$22,000 1			$35,000 1				$27,000 1	$22,000 1								
Psychology			$14,500 1							$18,000 1	$21,000 1							
Sociology																		
Social Sciences-Other																	$18,000 1	$17,000 1
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																		
Civil Engineering																		
Computer Engineering																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering						$31,500 1	$32,000 1									$33,667 3	$31,500 1	$36,720 1
Environmental Engineering																		
Industrial Engineering		$38,500 1				$31,000 1			$32,000 3							$32,667 3		
Mechanical Engineering					$32,700 1				$30,500 1				$27,300 1					
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology																		
Industrial Technology																		
Agribusiness	$25,500 1	$23,000 2								$20,000 1								
Animal Sciences																		$16,000 1
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences				$19,500 1														
Computer Science		$20,520 1			$31,000 1						$18,000 1					$26,775 1		$24,000 1
Computer Programming																		
Information Sciences & Systems									$28,500 1									
Systems Analysis																		

FUNCTIONAL AREA

CONTINUED ...

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences				$21,995 1														
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																		
Biological																		
Chemistry																		
Geological																		
Mathematics (incl. Statistics)									$25,850 2			$25,700 1						
Physics																$23,012 1		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science													$27,000 1					

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,488 1531 $29,800 $23,000	$25,072 429 $29,500 $20,000	$21,119 43 $25,200 $15,000	$22,968 57 $27,000 $19,000	$27,582 13	$28,211 3	$23,640 5	$19,638 4	$26,254 175 $30,000 $21,360	$20,958 20 $27,500 $15,000	$22,141 37 $25,000 $19,200	$21,835 38 $26,000 $18,200	$17,000 8	$19,382 9	$15,923 7	$22,422 10	$20,420 26 $25,000 $15,000	$17,067 10
Technical Curricula	$25,500 1	$26,238 4		$29,748 2	$31,050 2	$31,250 2	$32,000 1		$29,529 7	$20,000 1	$18,000 1	$25,700 1	$27,150 2			$31,231 8	$31,500 1	$23,573 3

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting							$23,000 2	$16,000 1	$22,299 5			$19,493 1						
Business Administration - incl. Management Science	$17,500 1	$21,805 11	$24,398 14	$30,083 6	$28,000 1	$22,129 5	$23,801 50 $28,800 $18,000	$22,338 6	$24,587 2		$31,867 3	$18,540 4				$24,000 1		
Distribution Management				$25,755 11		$26,400 2	$22,000 2					$21,000 1						
Economics & Finance (incl. Banking)		$21,184 5	$19,783 8	$26,400 1	$28,000 1	$21,750 2	$23,449 28 $27,500 $19,000	$22,000 1	$16,020 3	$24,240 6		$20,547 4						
Hotel / Restaurant Management		$27,000 1																
Human Resources (incl. Labor Relations)		$25,500 1		$27,500 1			$23,471 14											
Management Information Systems		$31,992 1					$28,524 4											
Marketing / Marketing Management (incl. Research)	$21,682 9	$25,848 17	$23,400 36 $27,000 $19,000	$23,033 6	$24,978 11	$23,247 2	$23,405 247 $27,000 $18,000	$25,000 1	$18,000 1	$28,000 1		$15,738 1				$26,000 1		
Real Estate							$22,833 3											
Advertising	$17,375 4						$19,851 6	$11,000 1										
Communications	$14,267 3	$22,900 5	$21,400 2	$24,750 2			$21,419 24 $26,500 $14,600	$13,000 2				$15,000 1						
Journalism	$16,833 3	$10,000 1	$23,000 1				$23,450 7											
Telecommunications / Broadcasting	$21,000 1					$15,000 1	$19,650 2											
Elementary Education												$28,040 1						
Pre-Elementary Education																		
Physical Education							$24,000 2				$25,000 1	$15,000 1						
Special Education																		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology		$21,000 1					$10,920 1											
Textiles & Clothing			$20,013 18				$26,000 1											
Merchandising Management		$21,000 1	$19,330 1				$26,000 1											
Foreign Languages			$24,500 1					$18,000 1				$16,056 1						
Letters	$15,500 2	$22,250 2					$31,500 1	$13,440 1				$16,800 1						
Visual & Performing Arts							$19,250 2											
Humanities-Other			$20,956 9	$46,000 1			$27,093 6				$24,000 1	$19,250 2						
Criminal Justice			$14,000 1				$19,000 1				$24,240 4							
History							$24,500 2					$24,000 1						
Political Science / Government		$30,000 1	$21,400 2			$14,160 1	$22,640 11		$26,000 2	$28,000 1		$24,823 4						
Psychology			$23,750 2				$26,586 7				$21,000 2							
Sociology							$28,500 1											
Social Sciences-Other			$20,000 1				$24,000 1					$25,000 1						
Aerospace & Aeronautical Engineering																$30,000 20 $32,500 $27,500		
Agricultural Engineering		$32,500 1														$31,000 2		
Architectural Engineering																$30,326 21 $33,000 $27,300		
Bioengineering & Biomedical Engineering							$28,000 2								$29,000 1			
Chemical Engineering		$35,850 2					$38,833 5	$26,000 1							$32,467 3	$33,010 11		
Civil Engineering							$29,000 2					$15,000 1		$27,500 1	$25,300 7	$27,428 224 $32,460 $23,532		
Computer Engineering																$28,100 4		

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering			$30,000 1				$31,542 19	$24,700 1		$33,300 2		$28,375 5			$28,500 1	$31,635 107 $34,200 $28,536		
Environmental Engineering																		
Industrial Engineering				$30,600 1	$31,020 1	$28,500 1	$30,783 21 $32,000 $29,000					$25,343 1	$21,000 1			$31,751 2		
Mechanical Engineering		$31,867 3			$30,936 1	$30,000 1	$30,986 26 $33,600 $28,000	$32,400 1	$27,500 1	$33,000 1		$23,000 1				$31,644 184 $35,400 $27,500		
Metallurgical Engineering	$30,000 1						$30,400 1									$31,000 5		
Mining Engineering							$29,000 2											
Nuclear Engineering																$31,478 2		
Petroleum Engineering																$33,240 5		
Textile Engineering																		
Engineering Technology		$31,200 1					$22,500 2									$31,175 9		
Industrial Technology																$32,250 2		
Agribusiness			$23,333 3				$25,000 8											
Animal Sciences																		
Plant Sciences							$28,500 2											
Natural Resources																		
Other Agricultural Sciences							$29,500 1											
Computer Science												$25,627 2	$32,700 1			$30,500 1		
Computer Programming																$31,000 1		
Information Sciences & Systems			$28,500 1									$19,400 1						
Systems Analysis																		

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy							$32,000 2											
Actuarial																		
Architectural & Environmental Design																$29,250 2		
Biological							$28,[illegible] 4					$16,000 1						
Chemistry						$27,354 4	$28,644 10											
Geological							$30,000 1				$18,000 1							
Mathematics (incl. Statistics)			$22,000 1				$22,000 1					$19,493 2				$26,000 1		
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science		$24,000 1					$24,000 2											

BACHELOR'S SUMMARY

Nontechnical Curricula	$18,504 23 $23,040 $14,000	$24,123 47 $30,000 $18,200	$22,171 90 $27,000 $19,000	$26,836 28 $35,000 $18,200	$25,135 13	$21,734 13	$23,394 425 $28,600 $18,000	$19,000 14	$21,440 13	$24,187 8	$25,727 11	$20,444 24 $25,200 $15,738				$25,000 2		$27,215 11
Technical Curricula	$30,820 1	$31,000 8	$25,217 6	$30,000 1	$30,538 2	$27,986 6	$29,864 111 $33,600 $24,000	$27,900 3	$27,500 1	$33,480 3	$18,000 1	$23,744 14	$26,850 2	$27,000 1	$27,854 12	$29,987 669 $34,699 $24,000	$29,852 56 $34,032 $23,700	$32,259 662 $35,400 $26,667

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting									$25,290 1									
Business Administration - incl. Management Science	$28,000 1							$32,200 2		$23,328 0					$30,289 1			$18,000 1
Distribution Management																		
Economics & Finance (incl. Banking)	$27,000 1																	
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)																		
Management Information Systems	$30,000 1								$27,300 2									
Marketing / Marketing Management (incl. Research)										$19,413 1								$20,000 1
Real Estate																		
Advertising																		
Communications																		
Journalism																		
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education													$12,000 1					$18,000 1
Special Education																		$23,000 1

Curriculum - Continued

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$13,682 1								$19,875 4
Textiles & Clothing									$22,000 1									
Merchandising Management																		
Foreign Languages																		
Letters																		$16,000 1
Visual & Performing Arts										$12,000 1								
Humanities-Other												$25,200 1						
Criminal Justice																		
History																		
Political Science / Government																		
Psychology										$13,000 1		$14,000 1	$15,000 1					$16,845 3
Sociology																		
Social Sciences-Other																		
Aerospace & Aeronautical Engineering	$30,740 8		$31,611 3		$30,354 18	$31,569 15		$36,160 1	$30,970 23 $32,500 $28,000									
Agricultural Engineering					$34,000 1				$31,799 7									
Architectural Engineering						$27,000 1												
Bioengineering & Biomedical Engineering									$30,883 3									
Chemical Engineering	$30,000 1			$30,940 1	$35,159 52 $37,200 $33,300	$34,331 5	$35,389 438 $37,100 $33,540	$35,682 42 $37,500 $34,380	$34,636 41 $37,000 $33,000					$20,150 1				
Civil Engineering		$31,200 4	$28,000 2		$32,155 4	$25,256 6	$31,158 2	$29,386 35 $33,000 $25,152	$27,407 58 $32,000 $23,808									
Computer Engineering	$31,473 9	$33,280 1	$32,089 26 $34,200 $29,500	$33,828 13	$29,133 3	$32,130 2		$31,500 1	$31,344 10									

Curriculum - Continued

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$31,458 54 $34,000 $29,000	$31,742 91 $33,696 $30,480	$31,382 42 $33,600 $28,500	$32,044 37 $34,200 $30,000	$31,007 71 $34,200 $26,252	$30,918 34 $32,800 $28,000	$31,556 11	$31,563 79 $35,004 $27,120	$31,425 172 $34,008 $26,500									
Environmental Engineering																		
Industrial Engineering	$32,849 11	$29,700 1	$35,400 2	$29,850 2	$32,033 8	$31,350 2	$29,712 5	$31,211 7	$30,676 33 $33,480 $25,343									
Mechanical Engineering	$30,780 29 $33,000 $27,900	$31,937 23 $34,500 $29,760	$30,860 5	$31,360 17	$31,274 73 $35,900 $26,252	$30,518 28 $33,000 $28,200	$33,674 42 $36,000 $31,500	$32,902 150 $36,000 $30,000	$32,227 166 $36,000 $28,500									
Metallurgical Engineering				$33,600 1	$31,647 6	$31,500 1	$29,033 3	$32,890 14	$32,400 12									
Mining Engineering								$27,368 10	$31,500 3									
Nuclear Engineering		$33,300 3			$29,850 2	$24,000 1	$32,400 1	$32,560 2	$32,000 3									$20,000 1
Petroleum Engineering					$36,000 1	$28,300 2	$35,836 11	$36,064 11	$36,662 19									
Textile Engineering								$34,000 1	$33,500 2									
Engineering Technology	$31,150 2	$31,540 3	$32,500 1	$30,800 2	$33,540 2	$29,980 5	$29,600 2	$29,178 17	$27,925 19									
Industrial Technology	$22,500 1	$30,000 1							$28,000 1									
Agribusiness																		$18,000 1
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science	$29,305 18		$30,674 27 $33,800 $27,000	$30,700 2	$30,000 1	$27,780 2		$31,633 3	$31,200 9	$27,500 1		$18,000 1					$18,167 3	$20,000 1
Computer Programming			$31,072 4															
Information Sciences & Systems	$26,400 1		$30,000 2	$30,000 1														
Systems Analysis		$38,500 1																

Continued . . .

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health							$33,960 1			$18,133 3		$24,255 2		$26,570 11		$29,489 18		$24,000 8
Health Sciences										$22,750 2		$25,000 4		$27,305 4				$16,500 2
Nursing										$25,000 1			$26,881 21 $32,000 $20,000					
Pharmacy															$36,405 5			
Actuarial																		
Architectural & Environmental Design								$27,690 2	$28,000 1									
Biological							$42,000 1			$40,000 1		$15,000 1						$30,000 1
Chemistry					$29,728 14	$27,000 1	$32,742 2											$21,000 1
Geological					$15,000 1													
Mathematics (incl. Statistics)	$25,000 2		$32,000 2															
Physics	$22,500 2		$35,100 1					$25,000 1	$32,000 1									
Other Physical & Earth Sciences																		$30,000 1
Polymer Sciencer																		
Textile Science								$31,500 1										

BACHELOR'S SUMMARY

Nontechnical Curricula	$28,000 3							$32,200 2	$25,450 4	$19,867 10		$19,000 2	$13,000 2		$30,200 1			$18,500 12
Technical Curricula	$30,841 120 $33,616 $27,025	$31,787 128 $34,000 $30,000	$31,483 117 $34,200 $28,000	$31,922 98 $34,200 $29,700	$31,849 257 $36,200 $26,252	$36,477 166 $33,000 $27,000	$35,851 519 $37,000 $32,500	$32,276 377 $36,000 $27,500	$31,492 563 $35,640 $26,000	$24,850 8		$23,964 9	$26,881 21 $32,000 $20,000	$28,353 16	$36,486 6	$29,488 16	$18,167 3	$22,790 16

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS									
	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting					$27,463 3	$28,000 1					$29,344 9	$20,000 1	$23,962 13					
Business Administration - incl. Management Science	$16,385 1		$20,000 1		$25,000 5	$26,343 7	$26,403 6				$25,617 18	$21,970 17	$20,477 135 $25,500 $15,000					$15,600 2
Distribution Management					$20,000 1						$27,500 1		$24,700 10					
Economics & Finance (incl. Banking)					$27,522 5	$24,340 3	$25,867 3				$27,697 35 $31,000 $26,000		$21,374 73 $26,400 $17,000			$25,500 2		
Hotel / Restaurant Management													$19,772 30 $21,500 $18,000					
Human Resources (incl. Labor Relations)		$16,450 1										$24,000 13	$22,753 8					
Management Information Systems					$26,435 24 $31,000 $20,004	$26,279 85 $29,400 $22,000	$28,132 25 $32,400 $26,000				$27,500 8	$45,000 1	$22,000 2					
Marketing / Marketing Management (incl. Research)	$15,738 1				$14,400 1	$24,240 5					$24,300 5		$20,796 101 $25,000 $18,000					
Real Estate											$27,500 2		$17,000 1					
Advertising													$19,500 2					
Communications	$15,738 1	$22,000 1									$23,400 3	$20,100 1	$19,291 32 $24,000 $15,000					$18,400 1
Journalism									$13,000 1				$16,000 3					$12,000 1
Telecommunications / Broadcasting												$15,600 1	$11,000 1					
Elementary Education	$21,000 1	$19,040 1									$14,400 1	$18,600 2	$18,000 1					$19,029 224 $23,966 $12,800
Pre-Elementary Education				$9,040 1														$17,043 21 $22,347 $10,400
Physical Education									$12,000 1									$19,000 16
Special Education																		$19,052 40 $23,940 $17,400

Curriculum - Continued

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology		$18,000 1		$17,148 1							$23,933 3		$17,660 6					$18,827 14
Textiles & Clothing													$19,450 8					$19,000 1
Merchandising Management													$18,198 24 $21,000 $15,000					
Foreign Languages													$19,200 1					$21,400 1
Letters	$18,026 4										$28,500 1		$19,643 7		$21,000 1			$17,978 19
Visual & Performing Arts												$21,000 1	$18,500 2		$18,000 1			$18,585 23 $22,930 $17,373
Humanities-Other	$27,000 1			$19,400 1	$51,000 2		$38,000 1						$19,436 11			$17,000 1		
Criminal Justice				$12,000 1									$21,295 3		$20,000 1			$22,500 1
History				$18,954 1						$20,000 1			$22,000 1			$26,000 1		$19,000 1
Political Science / Government	$16,700 1		$16,450 2										$17,813 9		$15,050 2			$18,944 1
Psychology		$15,264 13		$14,875 2		$24,200 1					$23,000 1	$24,000 2	$22,233 9					$18,400 3
Sociology		$19,107 3		$24,134 5									$27,500 2					
Social Sciences-Other	$18,000 1	$14,452 2	$13,000 1	$15,150 4									$16,000 1					$19,130 1
Aerospace & Aeronautical Engineering							$28,997 6				$31,000 1							
Agricultural Engineering									$29,736 1									
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering							$36,500 1				$27,000 1		$33,000 2				$33,836 1	
Civil Engineering							$27,848 5				$26,164 11		$29,700 3					
Computer Engineering					$31,025 4		$34,500 2				$30,000 4							

Curriculum - Continued

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$32,298 4	$31,824 1	$32,722 9				$30,957 23 $32,400 $28,600		$31,083 11					
Environmental Engineering																		
Industrial Engineering					$29,000 1	$29,500 2			$30,000 1		$29,850 20 $31,500 $26,000		$29,712 12					
Mechanical Engineering					$37,420 5	$28,000 2	$28,040 7				$30,320 10		$31,629 7					
Metallurgical Engineering											$29,000 1							
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology					$29,500 1	$31,500 1	$30,000 2				$29,050 2		$31,000 1					
Industrial Technology													$13,000 1					
Agribusiness									$20,381 13				$22,517 6					
Animal Sciences									$17,052 15									
Plant Sciences									$21,500 2		$22,000 1							
Natural Resources									$17,975 4									
Other Agricultural Sciences									$25,438 8				$21,550 2					$25,000 1
Computer Science		$36,000 1			$28,491 134 $32,700 $22,000	$27,052 31 $32,000 $24,000	$30,610 80 $34,200 $26,000				$30,574 14		$23,250 2	$22,285 1				$13,000 1
Computer Programming					$28,123 23 $32,000 $25,000	$25,200 1					$28,500 1							
Information Sciences & Systems					$28,373 76 $32,850 $24,000	$28,643 27 $32,350 $25,000	$29,415 14				$29,929 12							
Systems Analysis							$24,000 1											

Curriculum - Continued

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health	$15,600 1					$31,860 1					$25,000 1		$22,000 1					
Health Sciences		$13,000 1	$20,000 1	$16,000 1														
Nursing																		
Pharmacy																	$32,040 9	
Actuarial								$26,565 7										
Architectural & Environmental Design										$17,970 5	$24,000 1							
Biological	$12,000 1	$11,440 1			$20,000 1				$23,000 1				$14,000 1				$15,750 4	$20,231 7
Chemistry													$23,000 1				$26,979 7	
Geological		$12,480 1									$22,000 3							$18,750 2
Mathematics (incl. Statistics)					$24,850 9	$25,000 1	$25,550 4	$30,325 8	$19,000 1		$19,000 1		$22,564 4	$23,375 7				$20,374 15
Physics					$25,500 2						$20,000 1						$16,000 1	
Other Physical & Earth Sciences									$16,000 1									
Polymer Science																		
Textile Science													$20,977 10					

BACHELOR'S SUMMARY

Nontechnical Curricula	$10,781 11	$16,007 22 $19,500 $10,000	$16,475 4	$17,073 16	$27,435 41 $31,000 $20,004	$26,131 102 $29,400 $21,600	$27,023 35 $32,400 $25,800		$12,500 2	$26,000 1	$26,787 97 $30,000 $24,500	$23,174 30 $30,000 $17,500	$20,595 406 $25,200 $15,600		$16,480 5	$23,500 4		$19,095 379 $24,000 $12,600
Technical Curricula	$13,648 2	$18,238 4	$20,000 1	$16,900 1	$28,388 257 $33,000 $23,000	$26,316 67 $32,200 $25,000	$30,297 131 $34,000 $26,000	$29,604 13	$20,662 47 $27,000 $15,000	$17,970 5	$29,131 116 $32,000 $25,000		$27,571 73 $32,100 $20,000	$23,236 8			$25,911 22 $32,040 $16,000	$20,195 26 $24,750 $17,125

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	March 1990	March 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	141	$29,205	$28,849	1.2%	$34,000	$28,500	$24,000
MBA-Nontechnical undergraduate							
1 year or less	143	33,670	33,873	-0.6	40,000	32,500	26,000
1 to 2 years	63	41,681	41,283	1.0	55,000	39,000	30,000
2 to 4 years	60	44,642	42,952	3.9	60,000	41,000	30,000
Over 4 years	69	45,272	44,529	1.7	70,000	42,000	29,700
MBA-Technical undergraduate degree							
1 year or less	26	36,812	37,102	-0.8	42,000	35,900	31,000
1 to 2 years	12	51,917	44,282	*	*	*	*
2 to 4 years	41	50,948	46,921	8.6	60,000	50,000	40,000
Over 4 years	17	56,747	49,296	*	*	*	*
MS-Business	16	34,006	33,244	*	*	*	*
Public Administration	+	+	N/A	N/A			
Economics & Finance	33	37,349	34,050	9.7	48,000	37,700	25,000
Labor/Industrial Relations (incl. Human Resources)	17	30,102	31,947	*	*	*	*
Management Information Systems	5	34,080	32,067	*	*	*	*
Marketing/Marketing Management (incl. Marketing Research)	6	37,622	34,105	*	*	*	*
COMMUNICATIONS							
Advertising	+	+	+				
Communications	3	29,000	23,520	*	*	*	*
Journalism	+	+	23,240				
EDUCATION							
Education Administration	9	26,681	23,971	*	*	*	*
Elementary Education	23	22,222	22,037	0.8	26,500	23,000	18,000
Physical Education	1	24,500	12,000	*	*	*	*
Reading Education	1	22,000	16,380	*	*	*	*
Special Education	24	22,129	21,810	1.5	25,000	21,728	19,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	1	26,000	18,054	*	*	*	*
Letters (incl. Eng. Lit. etc)	3	18,000	24,334	*	*	*	*
Visual & Performing Arts	1	21,000	19,945	*	*	*	*
Humanities-Other	2	21,500	32,000	*	*	*	*
History	1	20,000	19,185	*	*	*	*
Political Science/Government	+	+	29,409				
Psychology	24	23,993	24,390	-1.6	31,000	22,000	19,000
Sociology	+	+	24,272				
Social Sciences	5	22,535	26,030	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	16	34,881	34,381	*	*	*	*
Agricultural	3	36,100	32,400	*	*	*	*
Bioengineering & Biomedical	1	42,000	34,930	*	*	*	*
Chemical	38	37,072	35,952	3.1	39,000	38,280	34,000
Civil	95	32,076	30,833	4.0	37,000	31,800	27,000
Computer	12	34,457	36,760	*	*	*	*
Electrical	107	36,776	36,215	1.6	40,000	37,000	32,000
Industrial	27	35,454	34,295	3.4	40,000	36,000	31,000
Mechanical	101	36,606	35,131	4.2	39,600	37,000	33,020
Metallurgical	16	36,976	35,039	*	*	*	*
Mining	1	30,000	31,920	*	*	*	*
Nuclear	1	25,800	34,888	*	*	*	*
Petroleum	10	37,626	38,231	*	*	*	*

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	March 1990	March 1990	September 1989		90th	50th	10th
Continued . .							
HEALTH SCIENCES							
Allied Health	5	$25,450	$27,753	*	*	*	*
Health Sciences	2	20,800	22,572	*	*	*	*
Nursing	2	34,900	26,780	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	+	+	23,835				
Architectural & Environment Design	+	+	27,327				
Biological	2	20,600	25,063	*	*	*	*
Chemistry	10	31,893	31,382	*	*	*	*
Computer Science	59	36,959	35,690	3.6 %	$43,000	$37,020	$32,143
Geological Sciences	13	32,090	31,148	*	*	*	*
Mathematics	11	29,630	30,932	*	*	*	*
Physics	5	29,934	30,686	*	*	*	*
Polymer	2	34,980	34,137	*	*	*	
	1,286						

Doctoral Candidates

BUSINESS							
Business Administration & Management	1	$38,000	$47,333	*	*	*	*
Computer & Information Sciences	1	58,000	49,743	*	*	*	*
Economics & Finance	2	44,952	38,060	*	*	*	*
EDUCATION							
Education Administration	10	43,870	44,168	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
English	+	+	24,125				
Foreign Languages	+	+	25,250				
Humanities	1	24,000	N/A	N/A	*	*	*
Psychology	4	37,000	32,965	*	*	*	*
Sociology	+	+	27,000				
Social Sciences	4	31,200	N/A	N/A	*	*	*
ENGINEERING							
Aerospace	1	50,000	49,493	*	*	*	*
Chemical	22	50,457	47,717	5.7%	$52,080	$51,000	$48,000
Civil	1	37,200	39,438	*	*	*	*
Computer	1	57,000	52,433	*	*	*	*
Electrical	11	55,900	50,482	*	*	*	*
Industrial	+	+	N/A	N/A			
Mechanical	7	47,019	46,771	*	*	*	*
Metallurgical	6	50,553	48,464	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	2	33,550	43,278	*	*	*	*
Biological	+	+	50,000				
Chemistry	38	45,307	43,147	5.0	49,992	46,000	41,400
Geology & Geological Sciences	+	+	33,431				
Mathematics	3	34,667	45,438	*	*	*	*
Physics	7	41,340	42,263	*	*	*	*
Polymer	1	45,000	44,626	*	*	*	*
	123						

N/A - No historic data available
* Not computed for fewer than 20 offers

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Hunter College
Dartmouth College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
Long Island University
University of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts-Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research-Graduate School
Northeastern University
Pace University - New York City
Pace University - Westchester
Polytechnic University
Pratt Institute
Regis College
Rensselaer Polytechnic University
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester - W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
Siena College
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

MAPA

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State - Behrend College
Penn State - Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University - Camden - Arts & Science
Rutgers University - Newark
Rutgers University - New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State College
Villinova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago - Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State University
Eureka College
Ferris State University
Franciscan University - Stuebenville
Grace College
Grand View College
Hanover College
IIT
University of Illinois - Chicago
University of Illinois - Chemistry & Chemical Engineering
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana University - Northwest
Indiana University / Purdue University - Indianapolis
Iowa State University - Agri.
Iowa State University - Business, Science & Humanities
Iowa State University - Design
Iowa State University - Engrg.
Iowa State University - Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa - Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas - Arts
University of Kansas - Business
University of Kansas - Engrg.
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor - Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri - Columbia - Engineering
University of Missouri - Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University - Agriculture
Ohio State University - Arts & Science
Ohio State University - Business
Ohio State University - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin - Eau Claire
University of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
University of Wisconsin - Platteville
University of Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

American Grad School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
Sioux Falls College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama - Engrg
University of Alabama - Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University - Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
Uninversity of South Carolina - Coastal
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University-Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University-Fresno
California State University-Hayward
California State University-Long Beach
California State University-Los Angeles
California State University-Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College